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Sardar Vallabhbhai Patel
National Police Academy

January - September, 2014

News Letter

of the Alumni



SARDAR VALLABHBHAI PATEL
NATIONAL POLICE ACADEMY



HYDERABAD

सरदार वल्लभभाई पटेल
राष्ट्रीय पुलिस अकादमी
हैदराबाद

POD SPECIAL

TROPHY WINNERS



Sh. Raj Karan Nayyar
Shri R.D. Singh Cup for
Swimming



Sh. Surya Bahadur Thapa
(NPO)
The 51st Batch of Senior
Course Officer's Trophy for
Unarmed Combat



Sh. D. Amarkesh
The Tonk Cup for
Equitation



Sh. Thube Prateek
Vijay Kumar
The S.R.B. Cup for **Drill**



Capt. Sonam Raphael
(RBP)
The Jaipur Cup for **PT**



Ms. Kanwardeep Kaur
Shri Bijay Shanker Memorial Trophy for
Proficiency in the subject of
Maintenance of public peace and Order



Sh. Parmar Smit
Purshottam Das
The Compaq Trophy for
Computer Studies



Ms. Khyati Garg
The **Mehta Cup** for Studies



Sh. Harssh A. Poddar
The Manipur Cup for **Law**



Ms. Suniti
1973 Batch IPS
Officers Trophy for the
Best all round lady IPS Probationer



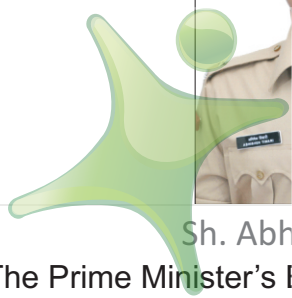
Ms. Aparajita Rai
Shri Umesh Chandra Memorial Trophy for
Field **Combat** and
1958 Batch IPS Officers Trophy for the
Best Lady Outdoor Probationer



Sh. Abhishek Tiwari
The Prime Minister's Baton and Home Ministry's
Revolver for the
Best all-round IPS Probationer



Sh. Haribalaji, N.
The IPS Association's **Sword of Honour**
for the
Best Outdoor Probationer



Newsletter
Special Issue: POP 66 RR

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DIRECTOR'S PARADE

Joint Directors, Faculty, Staff, Parade Commander, Abhishek Tiwari, Platoon commanders, Hari Balaji, Prateek Thube, Aparajita, Kanwardeep, Suniti, Sonam Raphael and Amaresh - Congratulations on the excellent parade and turnout! The result of very hard work the whole year and particularly the last few days. I am happy today to have you here awake, I hope! Over the years there have been IPS OT's who claim to be able to sleep even on parade!

It has been a year of much sweat and toil and ups and downs for all of you. From being treated as students, you will suddenly find yourself catapulted into the world as police officers, with all those around looking up to you for guidance, advice and leadership. And that is the big transformation- From being sheltered and shepherded here, you will now be Police leaders.

Policing is not easy. Not just physically, but psychologically as well. When I joined the Service, I was told a police officer can either be a popular cop or good cop - not both. The implication being that a police officer has to perform his or her duty, which is generally tough on the public, consequently becoming unpopular. Your duty could involve arresting a popular figure, imposing restrictions on a popular activity or enforcing an unpopular decision. You will find yourself facing powerful lobbies and standing up to them. But whatever you choose, when you leave your place of posting, the state of affairs should be better than what they were when you took over. Leave the mark of a good officer.



Here, at NPA, we have given you only the tools to work with, tried to teach you the skills. How you use them, what you do with them and where you apply them are your choice and your decision. You know their strengths and their weaknesses. So use not only your head, but also your heart. That is when your character will shine through.



You may not receive adulation, you may not earn rewards, you may not get recognition, but you will respect yourself and that is the greatest respect you can ever earn. We, the Faculty, will always wish you well and will watch your progress with pride. Some day, some of you may return to serve here as Faculty or maybe the Director- that will be a great moment!

To the officers from Bhutan, Maldives and Nepal, it has been a privilege having you with us. We look forward to further strengthening the bond between us.

I Would like to share verse taught to me my childhood by my father, which has been a beacon over the years-

To every man there openeth
A Way, and Ways, and a Way,
And the High Soul climbs the High Way,
And the Low Soul gropes the Low,
And in between, on the misty flats,
To rest drift to and fro.
But to every man there openeth
A High Way, and a Low.
And every man decideth
The way his soul shall go.

I wish you all the best in yours personal lines and in your careers.

Good luck and God bless you!



iskyssoft
PDF Editor

Batch Profile of 128 IPS Probationers of 66 RR

Table – 1
Gender

Gentlemen OT	Lady OT	Total
104	24	128
81%	19%	

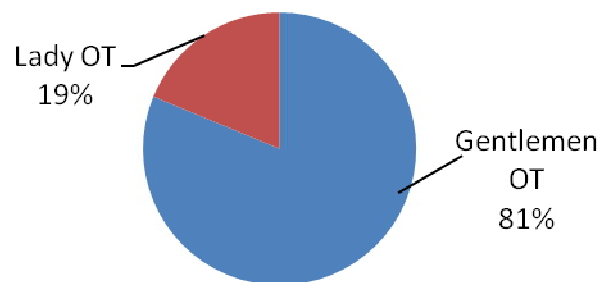
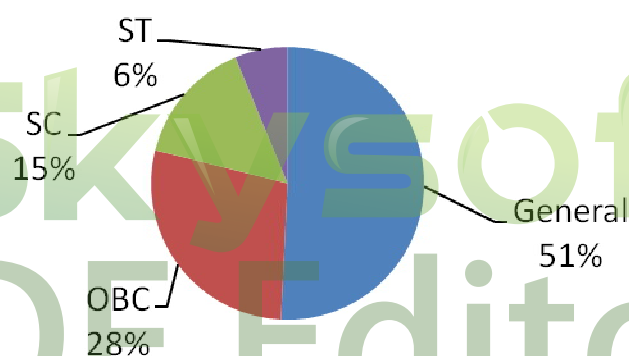


Table – 2
Category

	Gen	OBC	SC	ST
Lady OT	16	04	02	02
	25%	11%	11%	25%
Gentlemen OT	49	32	17	06
	75%	89%	89%	75%
Total	65	36	19	08



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PDF Editor

Table – 3
Marital Status

	Married	Unmarried
Lady OT	05	19
Gentlemen OT	29	75
Total	34	94

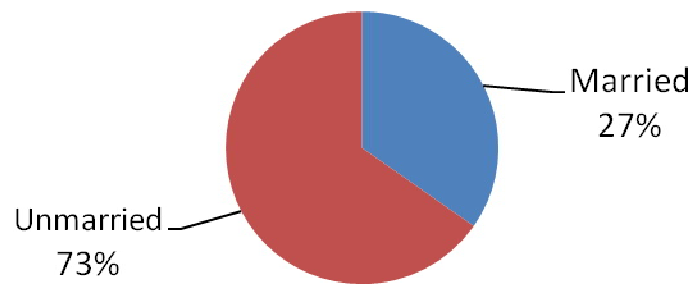
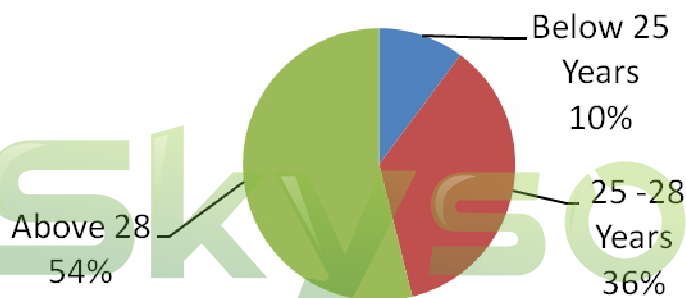


Table – 4
Age Profile

Age	Lady OT	Gentlemen OT	Total
Below 25 Years	4	9	13
25 – 28 Years	8	38	46
Above 28 Years	12	57	69
Average Age – 28 Years			



PDF Editor

Table – 5
Work Experience

	Lady OT	Gentlemen OT	Total
Having previous work experience	13	81	94
	54%	78%	
Having no previous work experience	11	23	34
	46%	22%	

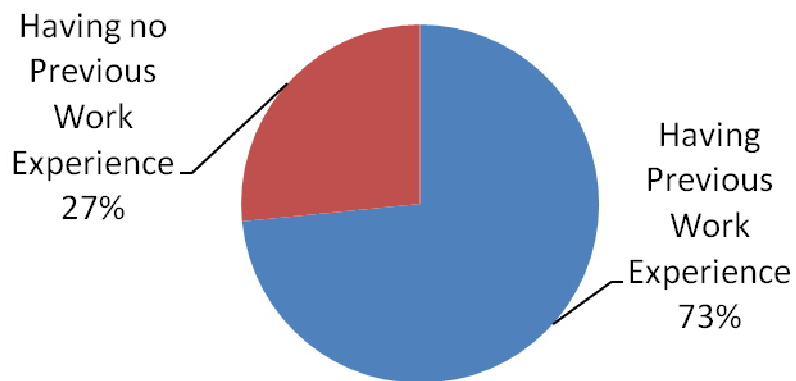


Table – 6
Academic Background

Background	No. of Trainee Officers
Arts	22
Science	07
Commerce	02
Engineering	60
MBBS	10
MBA	10
Law	06
M.Phil	03
Ph.D	01
Others	07



Academic Background

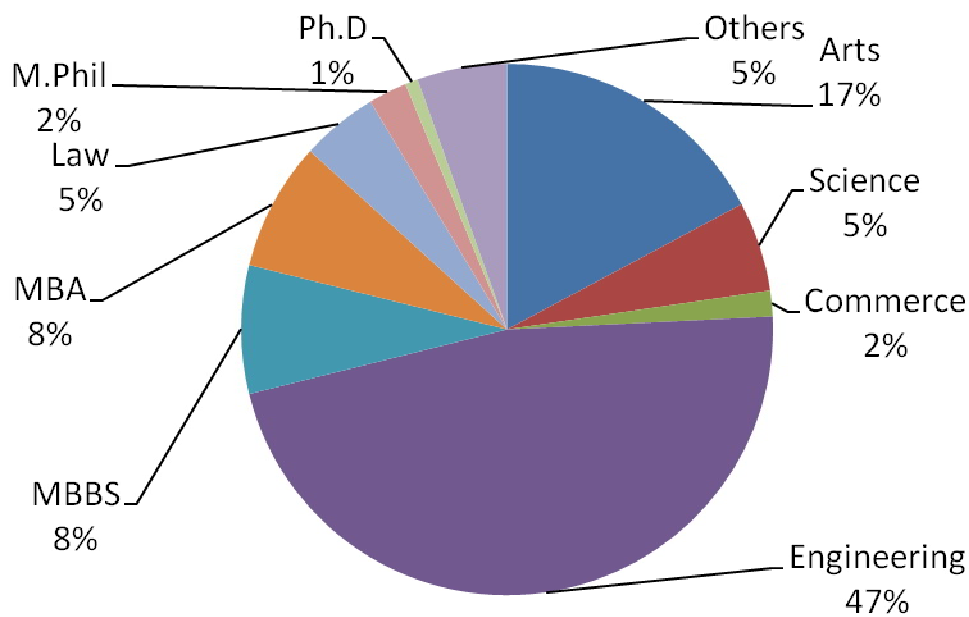


Table – 7
State-wise Distribution (Domicile)



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Distribution (Domicile)

State	Lady OT	Gentlemen OT	Total
Andhra Pradesh	-	06	06
Arunachal Pradesh	-	01	01
Bihar	01	14	15
Chandigarh	01	-	01
Delhi	02	05	07
Gujarat	-	02	02
Haryana	02	03	05
Himachal Pradesh	-	01	01
Jammu & Kashmir	01	04	05
Karnataka	01	05	06
Kerala	04	05	09
Madhya Pradesh	-	04	04
Maharashtra	01	09	10
Punjab	03	04	07
Rajasthan	-	11	11
Sikkim	02	-	02
Tamil Nadu	02	07	09
Uttar Pradesh	01	20	21
Uttarakhand	01	03	04
West Bengal	02	-	02

Table – 8
Cadre Allotment

State	Lady OT	Gentlemen OT	Total
AGMUT	02	09	11
Assam-Meghalaya	02	04	06
Andhra Pradesh	-	04	04
Bihar	-	07	07
Chhattisgarh	-	03	03
Gujarat	-	05	05
Haryana	01	03	04
Himachal Pradesh	-	02	02
Jammu & Kashmir	-	04	04
Jharkhand	-	04	04
Karnataka	02	04	06
Kerala	01	02	03
Maharashtra	01	07	08
Manipur-Tripura	01	02	03
Madhya Pradesh	-	07	07
Nagaland	01	02	03
Orissa	01	03	04
Punjab	01	03	04
Rajasthan	-	02	02
Sikkim	01	-	01
Tamil Nadu	01	08	09
Uttar Pradesh	04	13	17
Uttarakhand	01	-	01
West Bengal	04	06	10

Cadre Allotment

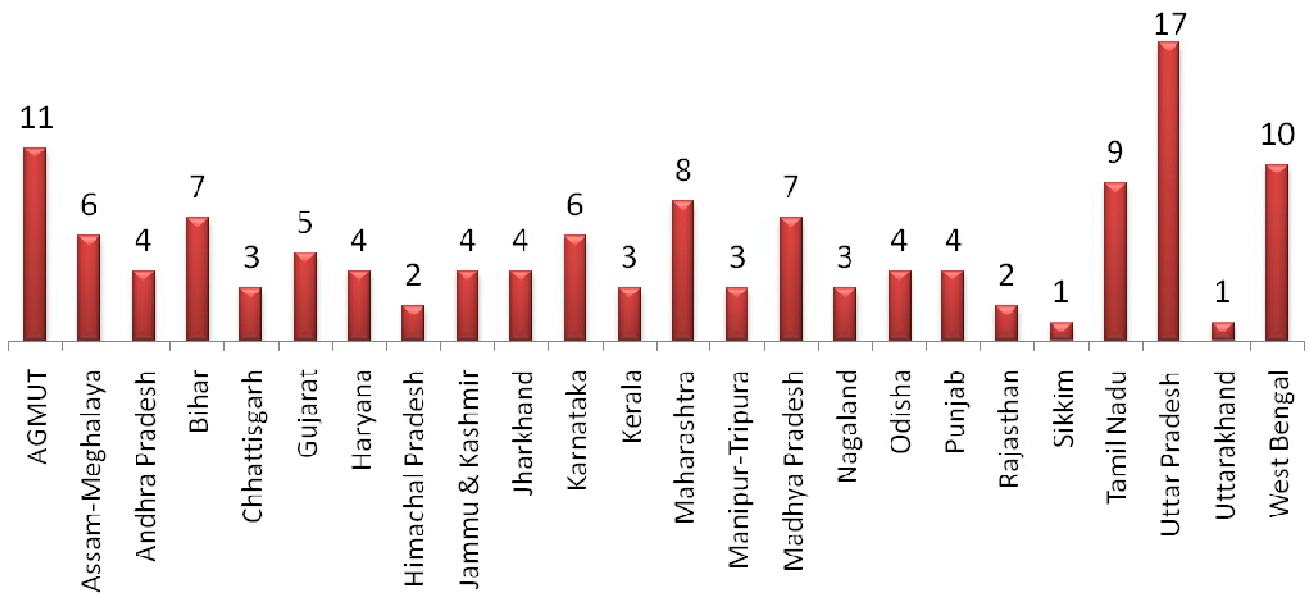
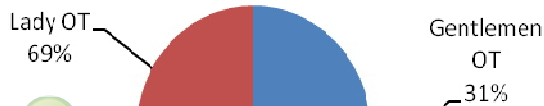


Table - 9

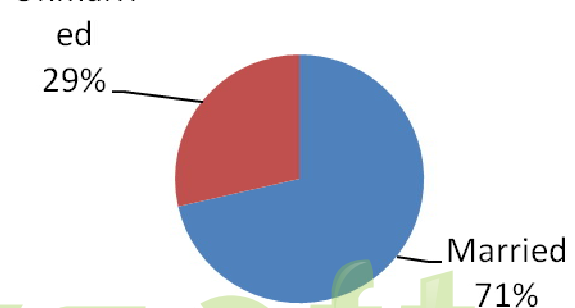
Royal Bhutan, Maldivian & Nepal Police Officer

Gender	Royal Bhutan Police Officers	Maldives Police Officers	Nepal Police Officers	Total
Gentlemen OT	05	02	04	11
Lady OT	01	02	01	04
Marital Status				
Married	06	04	-	10
Unmarried	-	-	05	05

Gender



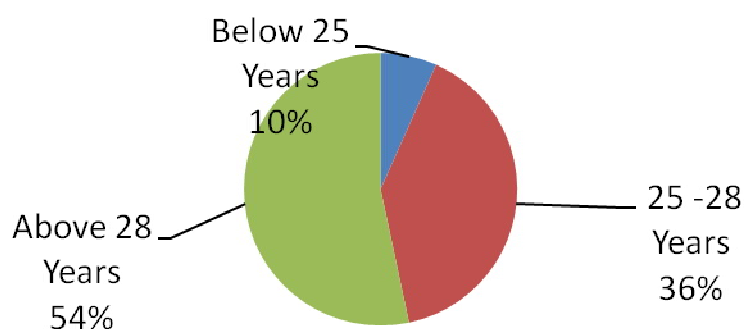
Marital Status



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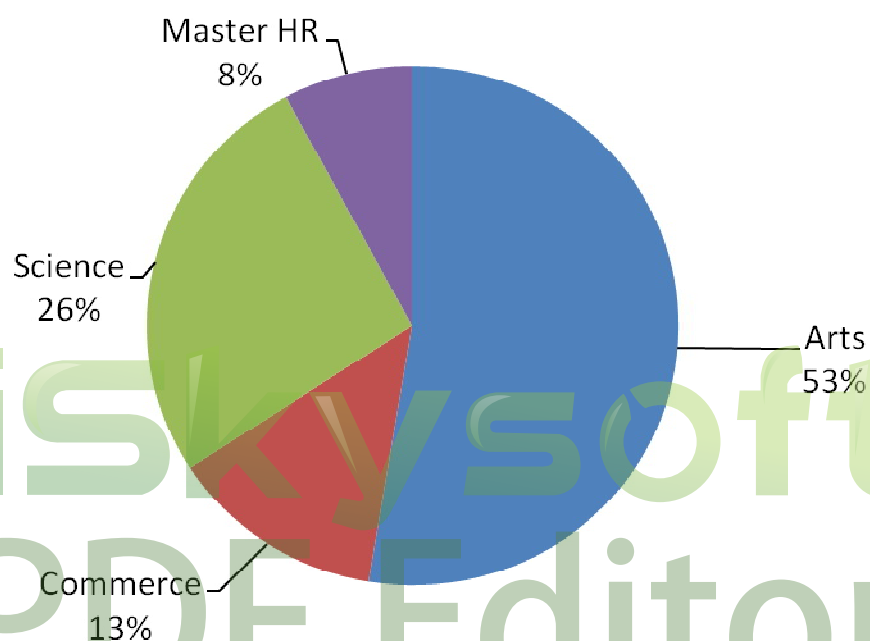
Age Profile

	Royal Bhutan Police Officers	Maldives Police Officers	Nepal Police Officers
Below 25 years	01	--	--
25-28 years	-	01	05
Above 28 years	05	03	-



Educational Qualification

	Royal Bhutan Police Officers	Maldives Police Officers	Nepal Police Officers
Arts	02	04	02
Commerce	01	-	01
Science	02	-	02
Master HR	01	-	-



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PDF Editor



Shri M Venkaiah Naidu,

Hon'ble Union Minister of Urban Development, Housing & Urban Poverty Alleviation, Parliamentary Affairs, Inauguration of MCTP Building and Course on MCTP Phase—V on 18th July, 2014.



Shri Kiren Rijiju, Hon'ble Union Minister of State for Home Affairs, Inauguration of Special Tactics Wing Building and Inaugurating the Seminar on "National Security" at Academy Auditorium on 6th July, 2014.

EXCERPTS FROM SPEECH

I am coming straight from my home constituency addressing a huge crowd which was Unorganized, but here I see a well organized, disciplined, choreographed and a Tailor made programme. I cherish this moments of transformation. My coming here is learning rather delivering.

I am really proud being here as Iconic police leaders, luminaries of police organization were and are chiseled out from this academy.

Swasth, Shiksha, Suraksha - 03 most important components in the life of every citizen. And police and their functions are well integrated with all three.

The role of the police cannot be measured, described or quantified, but it can be felt. The dedication of police towards meeting the challenges of the huge nation is surmountable.

I promise that, in the corridors of MHA and personally from my side, the interest of the police forces especially Indian Police Service officers will be foremost importance as I am well aware that without you, we are nothing.

Jai Hind,



My first day at the academy



- Nidhi Dwivedi
OT, 66 RR

On December 22, my flight from Delhi landed around 2:30 pm at Shamshabad Airport. My last visit to Hyderabad was way back in 1994 with my family. I was back after almost 20 years, but this time alone and with a different purpose.

By the time I moved towards the conveyor belt to collect my luggage, I got a call from a Mr. Soman of SVPNPA (interestingly he is my Squad DI now), who was there to receive me and other OTs. The bus carrying the 15-20 OTs left the airport and within half an hour reached the gates of NPA. The first sight of the entrance was breathtaking and will forever remain etched in my memory.

After the signing formalities at the gate we reached the Central IPS Mess, abode for the next 11 months. A board welcomed OTs of 66 RR and officers from Bhutan, Maldives and Nepal. More joining formalities, some random clicking of photographs, and I was allotted Room No 214. The room attendant carried my luggage and directed me towards the steps which eventually led to my room on the first floor. On the way I could see the dreadful barber room where the male OTs were sent for their “katora cut”; luckily ladies are spared.

The single room was neat, with all desired facilities including an A/c which I was told would work only in summers. I again went downstairs to have lunch and was amazed to see the dining area; it was huge, orderly, well lit and decorated. At one end were flags of various state police organizations. The feeling of being at SVPNPA was yet to sink in.

Later in the day, I met Aparajita, Khyati, Swati, Tejaswani, Prerna and many more fellow OTs. What started as mere acquaintances grew into long chit-chats and chirpy talks towards the end of the day. Later I visited the NPA cooperative store which was aptly named Suraksha and was very happy to get some discount. Post dinner we decided to take a walk around campus. We saw various venues like Parade ground, Auditorium, Stadium, Alumni Column, statues of Sardar Patel, Indira Gandhi, etc, and wondered how they would look in broad daylight. The serpentine roads of NPA also caused great confusion and we almost lost our way.

It was time to sleep but the mind was too occupied with diverse thoughts—about family, friends, the near and dear ones whom I had left behind and at the same time it was also excited about the next day—the inauguration. Being a nocturnal creature for the past 3-4 years, I almost forced myself to sleep because the next day (and hereafter at NPA) I had to get up at 5 a.m.

Phew!!



Visitors from Across the Globe



Guest From Naval Academy on 14 Feb, 2014.



Deputy Commissioner Australia
Miss. Diana Nelson



Army Officers visit National Police Academy on 28 August, 2014



Police-Politician Interface
Sh.Hibi Eden, MLA, Eranakulam, Kerala



Sh. Siddharth Varadarajan, The Hindu



Arvind Gupta, Deputy NSA



Ajay Lele, IDSA



Bhasker Pramanik,
Microsoft - Indian Head



Gen. Kale Kayihura,
Ugandan Insepor General of Police



Prof Simon Bronitt, Director, Australian
Research Council



Tim Legrand,
Australian Research Council



Dr Saskia Hufnagel
Australian Research Council



Madam Sunita Krishnan, Raman
Magsaysay Awardee



Mr. Ibrahim, DIB



DGP's Workshop, Strategic Leadership

Through the temples of Shiva...



Harssh A Poddar,
OT, 66RR

"Bura jo dekhna main chala, bura na mila koi... Jo mann khoja aapna, mujh se bura na koi"

- Kabir

February 27, 2014 *Mahashivratri*- Shiva the alter-God of the Hindu pantheon- serpents, marijuana, ghouls, venom and renunciation- all that civilization shuns. And yet Shiva, the all-conquering force whose acceptance of what we reject brings balance and harmony to creation. The Ganges flows from the dreadlocks of the great God, washing impurity and sin towards the oceans. And so does the great river of our criminal justice system flow towards its final destination- the prisons of India.

On Shivratri I trekked to the ocean of my profession, like all my colleagues- smug, sanitized and self-righteous. After all, one cannot look with great relish at the prospect of reaching a place surrounded by louts, ruffians and every possible pathological element of society. It is therefore fitting that for centuries we have thought it fit to segregate *them* away from our cleansed lives and rest safe in the idea that we have condemned *them* into dark isolation. My mind populated with these thoughts I entered the intimidating portals of the Chanchalguda Central Prison. What I found instead was an unending saga of human tragedy and circumstance. This is an attempt to capture some of their stories.

Radhakrishnan's story begins in Medak after forty long years of servitude as a lowly functionary in the Indian railways. Towing weights as a porter he raised a family of seven, with each passing day perhaps yearning for rest. A month before his retirement he was apprehended in possession of iron ingots worth three thousand rupees and flung into custody. Today he has been languishing in the hope of a trial for six months, clutching a crumpled piece of paper in his shriveled hands... A piece of paper that had ordained the commencement of his trial three months ago... A piece of paper that is worth no more than his vacant hopes... A piece of paper that keeps him from knowing that he is one more of those thousands who have disappeared behind these walls, forgotten by time. Little does he know that he will not escape the clasp of talons of Section 378. Lord Macaulay must indeed be a proud man today, knowing that his great edifice of Criminal 'Justice' stands on the foundations of Radhakrishnan's feeble bones.

Another pillar of this edifice is Razia Hussain. Razia bends over in a servile Namaste as she offers us freshly baked cookies from the prison bakery in an immaculate sari. Her diffidence is understandable for she wears two handcuffs- one of being a woman and another of

being a convict. She is serving a ten-year sentence at the Special Prison for Women on charges of forgery and cheating. A charge of forgery is certainly a great compliment to a woman who can barely write her name, until it comes to light that her husband would regularly make her sign unknown documents... signatures taken upon the threat of violence. Yet Razia was perhaps unaware that the prison had the worst kind of violence in store for her: her son who was four at the time of her conviction was taken away from her when he turned six and handed over to 'foster care'.

Today Razia is thankful that he no longer sobs when she's 'allowed' to telephone him for four minutes each week. A woman, a wife but above all a mother- a perilous combination of identities indeed. Small wonder then that she pays for the sin of being all three behind the lofty walls that encage her.

And yet the human spirit is so invincible that even these walls have not been able to snuff out its vitality. Jahangir Khan convicted on a murder charge, offers us hot milky tea on the manicured grounds of Cherlapalli prison. He wears a distant, pensive look that at once sets him apart from the gloom of his surroundings. We are not hard pressed to find the reason- Jahangir was a matriculate at the time of his sentence. Today he holds a bachelor's degree that he completed while in prison, has written two books on national integration and Gandhian philosophy, speaks and writes four languages fluently and aspires to work on the role of employment in crime-prevention. This honor roll of accomplishments reveals a mind that has evidently sprung wings and flown beyond the prison walls. This is a mind that has obstinately refused to submit to the body's confinement and one that pays rich tribute to the strength of human will.

Humbled by such might in the face of suffering, I return to my cosseted existence that stands on thousands of such stories. Radhakrishnan, Razia and Jahangir are part of the demonic legions of Shiva. They are the sin we have washed away and spurned from our lives. They are the unheard cries our society has turned its back upon. And yet they are also reminders that divinity

exists where life does... And He who watches upon us, opens His third eye to watch upon *them* too...



Map Reading 28 Jan, 2014:

The Tac wing has conducted Map reading classes for IPS OTs during Jan—Feb, various field craft & tactics demos were organised inside and outside NPA during March-July, The Tactics modules were conducted for IPS (OTs) like Jungle module, Urban module, Explosives module & Personal Security module. Various route marches integrated with Map reading & GPS exercises were also conducted for IPS OTs.



Course on Tactics 30 June to 11 July, 2014.

The course on tactics was conducted for 10 days. It includes Map reading & GPS exercise, Building intervention techniques, personal security, Explosives & IED/PBI, jungle tactics and scenario based circuit exercises. Main focus of the course was to impart skills to the participants. So most of the inputs were given in outdoor, Demos were shown and practice was given.



Crime and Punishment



**Harish Pandey,
OT, 66RR**

I anxiously fidget with anticipation. The bus rolls in slowly into a gargantuan building of a truly dark hue. As I contemplate entering through the hobbit-sized Burma Teak door, I recollect the travails of Vladimir Aksenov from that Tolstoy tale of forgiveness amidst eternal suffering. Even in this educational visit, I shiver at any prospect of being held against my will, let alone guilt and so I silently send a prayer to the Lord above, although whether any prayer can pass through such thick redoubtable walls is a question that is open to considerable theosophical debate if nothing else.

I see they have some sort of a hospital in here. The smell of floor cleaning agent is overpowering in its gallant endeavor to remind me of a thorough wash up done not so long ago. I peep through the bars of a ward door. A clutch of prisoners sit quietly. Not talking amongst themselves, eyeing me with distant looks, saying so much and so little at the same time. I rush through.

I move past the mentally ill convicts' ward, promising not to dwell on the reasons why perfectly sane humans go stark raving mad after imprisonment. But then, imprisonment in jail is just one of its kind. I am then asked to choose an under trial to interview. Despite trepidation, I gallantly declare a desire to speak to a murder accused. The Jailer asks me to go ahead and choose any one I want, for the cell is filled with murder accused. Well, not very confidence inspiring Eh.. As I stand at the door, I look around very confidently for something, of which I have no clue even today.

Suddenly the eyes see a boy of very young age, barely nineteen I presume. The heart sinks a little. Mustering courage I beckon him with a shake of the head. He decidedly looks amused and refuses to comprehend. I try again. This time I also use the full length of my palm and forearm, a gesture, which seems more relevant to a ju-jit-su bout than a rendezvous of this sort. If this were a stage, there would be peals of laughter in the gallery at such obvious tomfoolery. However, in such grim circumstances, I go unnoticed save by the boy in question.

He slowly walks to me, unsure of what to say, when I ask him in chaste telugu "Ni perumiti?" He visibly sighs in relief and tells me his name. I take him outside the cell to my friend who assiduously starts to question him. On his own he says "Sir I haven't done anything wrong, they have brought me here for stealing a mobile". I am at once kicking at myself for mistaking this lad for a murderer and also in relief, thanking my common sense for its abrupt decision to go so blindingly AWOL at that time of asking. He tells us that it was his cousin who gave him a mobile and he just put a SIM in it, only to see the police barging down his door and arresting him. He says he is an LPG cylinder delivery boy of four years for HPC.

I test him with a few questions about cylinders, to see if he is leading me down the garden path. No he is not. He is true as ice-melt, telling me he has been here for two months now and that he's had two hearings *in camera*. I ask him, does any one talk to you in the hearing? He says yes, a big man wearing a hat tells me the next date of hearing. What Else? Nothing, it's usually over in two minutes. I remember Balzac and his line used as foreword for The Godfather. How much more true can one get.

I ask him, what about a lawyer? He says, he met one once when he was still in the police station. But that day, the lawyer left with my father on his scooter. He also took Rs. 10,000 from my dad, only never to be seen again. Who is the thief here, I ask myself. The one who stole a mobile or the one who was wearing his high education as a mask?

I settle my emotions and resume my distant behavior. Do you know there is a lawyer who comes to help those who cannot afford legal help? Did you meet him? The people say he comes once a week, I tried to meet him, but he is very busy when here. I console him with hope that he will be free on bail soon. However this hope is more to assuage my abraded conscience than anything else. I end the interview on that note, put my arms around the boy and send him back to his incarceration.

To each one his own penitentiary. It is a mad hatter world alright. The endless cords of rules and laws we bind ourselves in, eventually stifle us to rigor mortis but then these cords are also a climber's ropes and not having them would mean a much quicker fall into the abyss of nothingness. In the bargain, some would be punished with a denial of choice, condemned to be either stifled slowly or to be shrugged off the lifeline at once. Some other guys are discontented at such paucity of choices and raise Cain in all sorts of imaginable ways and then to rein them in, some more laws (cords) are wound around the whole lot of us.

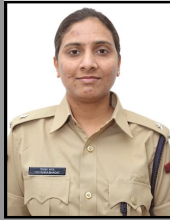
I remember the lines of The Verve.

You know you got to/ tie yourself to the mast my friend/ and the storm will end.

A ten-minute conversation and the thoughts keep overflowing like an *arithmetic overflow* bug in a badly written software program. I feel responsible some how. A senior colleague of mine in my ex- company once got a mobile thief arrested. At that time I rejoiced at the smart work by the police, raising Hail Mary to the advancement of technology. Here I see the under belly of the civilization monster, heaving above me, threatening to overwhelm a voiceless multitude who don't have "access" as they say. One man's sand heap is another man's mountain. And the little boy on the shore keeps piling them on; unaware of the mountains he creates for the rest to break their spirits upon.



Model Police Station



Priyanka Bhagat,
OT, 66RR

The Model Police Station module is one of the most important initiatives during training that was started 2 years ago in the Academy. A police station is the public face and the core of policing. If it functions properly and in a sensitive manner, people's perception towards the police can be turned positive. Running of police stations is given such a high importance under the Criminal Procedure Code that the entire set-up revolves around the SHO of a station. Senior officers, under Section 36 of the Code, have the same powers as the SHO in their respective jurisdictions. Various records that are maintained at the PS level form the basis of our policing machinery. These include the FIR, General Diary, Case Diary, Charge Sheet, Surveillance Register, Bad Character Rolls, Lock-up Register etc..Every day, the general diary starts afresh in a police station and contains all important happenings of the day.

A police station has its own armory, Malkhana, wireless centre, etc.. Functions of the sentry, constables, head constables, station writer, etc, are well defined. Beat constables are responsible for looking after an area or beat. Duties such as investigation, passport verification, night patrolling, local intelligence gathering, etc, are done at the police station level. Even the summons and warrants of the court are issued through the PS. Effective delivery of summons and warrants can create a deterrent effect on wrongdoers.

Regular inspection of the police station by superior officers is very important as it infuses energy and discipline in force. The SHO has to maintain and check the GD regularly and has to take attendance or hajari every day. The officer-in-charge who does this well, commands discipline.

Introduction of mahila police stations is now a welcome step. A station functions 24X7 and duty hours for policemen are flexible and usually unpredictable. For this reason, police stations need to maintain nearby residential quarters or resting places.

The module exposed the OTs to all these aspects of running a police station, including the maintaining and updating of records, investigation of cases, passport verification, night patrolling, etc, through simulation exercises.

Such an early exposure is bound to prove useful once the probationers enter the field. They will be more confident and in a better position to command the force.



Singapore Experience – Perspectives and learning points

Shri Harsha Vardhan (65 RR) - AGMUT

I was part of the group of IPS officer trainees who went to Singapore for a custom-made course with Civil Service College, Singapore from August 18th to 22nd, 2014. This was the first



time ever IPS officer trainees went for foreign study tour during Phase-II of training. The course was well supported by Singapore Police Force (SPF) who sent many speakers to take classes and also included field visits like a visit to the Police HQ of SPF, a visit to the Bedok land division of SPF, visit to Home Team Academy, Training Command, SPF. Senior police functionaries we met included Mr Raja Ratnam, Deputy Commissioner (Policy) of

SPF and Mr Khoo Boon Hui, Senior Deputy Secretary, MHA, Singapore who was also the Police Commissioner of Singapore from 1997 to 2010 and was elected INTERPOL President from 2008 -2012.

At the outset, we must recognize the enormous difference in context between India and Singapore. Singapore has a population of about 54 lakh as opposed to India's population of about 120 crore. Comparison between the two does not serve any purpose. Even though Singapore is often called a city-state, it is much smaller than Delhi. Delhi alone has a population of about 1.5 crore persons. Land area of Singapore is 716 sq km while that of Delhi is about 1500 sq km. Population density of Singapore is 7540 persons per sq km as opposed to over 11,000 persons per sq km in Delhi. There are differences in political and administrative setup as well.

Let us take a quick look at the differences from Police perspective. Singapore has a single police force which is Singapore Police Force (SPF). SPF is about 14,000 strong. In India, policing is a state subject. Delhi Police has strength of over 77,000. Crime rate in Singapore is 549 per 100,000 and in a typical year there is no case of gun crime. Singapore has a road accident fatality rate of 2.9 per 100,000 population while the comparable figure for Delhi is about 12 per 100,000 population. Singapore has a low crime rate but as they like to say low crime does not mean no crime. Being an organized society, an Island, and a prosperous one at that, has its advantages from policing perspective.



While keeping this context difference in background, the training visit to Singapore opened up new perspectives in thinking and also gave new learning points. Top 8 of these points are elaborated below:

1. **Strong laws are needed to deter crime and legal system must trust Police** –

It is often joked that Singapore is a ‘fine’ city. The fine for using mobile phone while driving is \$1000. When it is compared with the average per capita income of Singapore (\$55,000), it comes to 1.8%. The fine for use of mobile phone while driving in Delhi is Rs.1000 and as a percentage of average per capita income of Delhi (Rs 2,00,000), it is about 0.5%. This is just one of the many such examples. Singapore has an anti-drugs law which prescribes death penalty for drug traffickers. This is written in bold red on the immigration card given on arrival at Singapore. The experience of SPF has been that such strong laws deter people from wrongdoing. Singapore police gets 48 hours to detain a person before producing the person in a court. Confession to police officer is admissible in court of law. Accused has no access to lawyer in the 48 hours of detention or during subsequent police remand. They have a legal system which trusts the Police while holding up the principles of natural justice and fair trial to accused. Police in India must strive hard to build this trust. This will seriously deter crime and increase conviction rate.



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1. **Be realistic in operations, planning, training**– SPF is realistic in projecting its capability and this reflects in every aspect of its working. The emergency number in Singapore is 999. The response time for urgent cases is within 15 minutes in 87% cases. In non-urgent cases, the response time is as much as 30 minutes. These response times are much higher than 4-15 minutes taken by PCR vans in Delhi in response to a call to 100. SPF is clear that given its current strength and resources, this is



the

level of service it can provide. They plan accordingly. I had a chance to witness a table top exercise on leadership for middle managers in SPF at Home Team Academy, Singapore. In simulating a large public gathering situation, they were assuming that only 2 police personnel

will be available for the first 15 minutes. Being realistic about capabilities, resources, etc helps in evolving better operating procedures.

2. **Leverage technology to make up for manpower shortage** – Since SPF is only 14,000

strong, it leverages technology to meet its mission to prevent, deter and detect crime. There are plans to install 80,000 cameras in Singapore. They are able to capture footage of suspects and put them out in the public for information. There are places called Neighbourhood Police Posts which have a kiosk to register complaints and one can even speak to a Police officer over video call from these posts which are unmanned. SPF has staff divisions which work on all aspects surrounding use of technology – policy, testing, procurement, etc. Use of technology should not be seen as work of special units. It requires long term planning to adopt standards and platforms that will serve the needs of the force.



3. **Education along with enforcement** – SPF spreads the message that security is everybody's responsibility. They want to ensure that no one becomes too complacent in taking



care of personal security or security of their belongings. Towards this end, they have printed brochures detailing what citizens can do to safeguard their homes, motor vehicles, bicycles and of course their own selves. In the brochure on outraging of modesty, SPF gives tips to women - 'leave the lift, if a suspicious looking stranger enters into it', 'do not walk in dimly lit areas', 'have a friend or relative accompany you if you are returning home late', etc. In the current environment of hue and cry over crimes

against women, such straightforward tips may even attract negative sentiments in media if used in India, say in Delhi. Singapore has a Central Narcotics Bureau (CNB) to enforce anti-drug laws. It is worth noting that CNB has within itself a Preventive Education Unit. Preventive education can be better done by CNB because they know from their intelligence collection activities the current trends in drugs, vulnerable groups, etc. So they can do a better job than other agencies like Ministry of Health.

4. **Private sector involvement** – MHA in Singapore has a phenomenal model for involving private sector to deal with security challenges in the city. There is a Singapore Economic Development Board (EDB) which has the task of attracting private investment into Singapore – something to the tune of \$10 billion per annum (EDB is incidentally headed by a former SPF officer). MHA has created a joint office with the EDB called Safety and Security Industry Programme Office (SSIPO). It attracts globally renowned R&D industry into Singapore to create new generation of technological solutions to address operational re-

quirements in cybercrime, maritime security, urban safety. SSIPO gave out challenge statements and solutions were invited to these challenge statements by big ticket global players. 4 consortiums were selected to develop their product and test it in Singapore. SSIPO



shared half the cost. Airbus led consortium which included IBM, EADS, Genetec, etc developed Automatic Number Plate Recognition system. Other consortiums which had top names like Hitachi, Microsoft, 3M, Accenture, etc developed products like master and slave technology in cameras to capture zoomed in images of all persons passing through a video footage, evacuation model for crowd control and command,

anomaly detection using video analytics. The projects involved using existing video feed that was provided by SPF to the consortiums. So, the great advantage is that products are being developed over existing hardware without buying new hardware every time. SSIPO is a great example of how entrepreneurial, professional and creative we have to be in meeting today's challenges in partnership with the private sector.

5. **Community policing as core activity which requires innovation** – Singapore has been using community policing as core of its activity and not as a photo-op activity on the sidelines. Their equivalents of Police Stations are called Neighbourhood Police Centres (NPCs). They involve volunteer groups in patrolling and other preventive activities. They are currently using Community Policing System (COPS). As a part of it, they have Neighbourhood Police Posts (NPPs) which are completely unmanned and use technology to connect people to police officers over video calls through kiosks. The COPS system includes Community Police Unit (CPU) which involves police personnel patrolling the



neighbourhood on bicycles. They are dressed in dry-fit T-shirts and shorts and carry all other equipment including revolver, baton. A large city in India has experimented with cycle patrolling but it has not been effective because the working uniform is uncomfortable for cycling. We have to be innovative and move towards practical community policing. The results for SPF have been

very good and 4 out of 10 arrests are community assisted.

6. **Media Management** – Singapore government believes in robust right of reply. They correct any misconception that media spreads about the government and the way it functions. They come out with a strong statement and supporting facts, material, etc and demand that

the media publish it. In one case, Singapore government bought ads space and published its reply when a magazine refused to do so. However as retaliation, that particular magazine was banned from carrying any ads in its Singapore editions in future. In the aftermath of Little India riots in 2013, the CCTV footage was shown to world media and daily briefings were held by the highest levels of SPF. It is important in India that we refute wrong allegations made by media and present our side forcefully. We should encourage freedom of speech for media but also make them realize of their responsibility of balanced reporting.

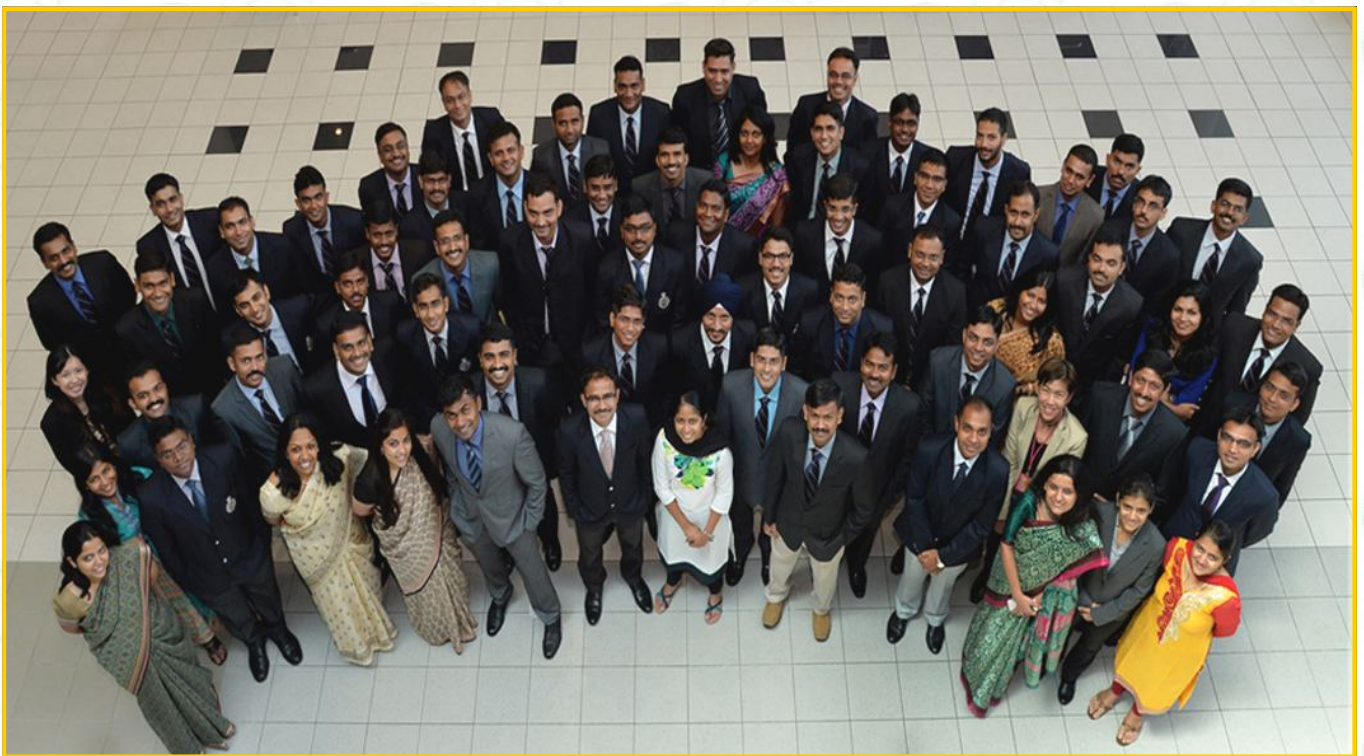
7. **Training has to be level appropriate** – SPF trains at the Home Team Academy, which is the common academy for MHA's departments like Prisons, Civil Defense and Police. SPF also has drill and outdoor fitness training. The officers of SPF have a Passing out Parade too, so it was good to see the common features of our training. Most of us realized that NPA training is very good as now we have something to compare with. SPF also grapples with questions of reconciling field reality with training. The salient feature of their training is that they train in a level appropriate manner. For middle management level entrants called Senior Police Officers in SPF (somewhat like IPS), they focus on management and leadership topics to truly create police managers and leaders and not mere supervisors. This is something that can be looked into in NPA curriculum. Home Team Academy actively tracks High Potential Officers from the field and brings them to the academy as trainers. Of course, the fact that they have a scientific performance appraisal system in SPF which helps in tracking high potential officers. They use DIF analysis to decide about training schedule and priorities. Difficulty, Importance and Frequency of a task are the criteria in this well established management model.



8. **Performance appraisal** – SPF has performance appraisal system based on potential and performance. Seniority is not a criteria and merit is the criteria for promotion. This often results in Police Commissioners of SPF who are in late 40s. All officers are rated on a common scale of potential – it is the highest level which the officer appears capable to hold. Performance rating is done separately for officers at each level. They are graded from A to E. Those who get E grade are counselled and

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given a chance to improve their performance, failing which they can be removed. Very few get A grade, few more get B grade and most get C grade. This ensures that desired qualities are promoted among the officers and there is regard for talent and capability. Senior officers spend almost a week every year on performance appraisal.



iskysoft
PDF Editor

Shri Sudipta Das (65 RR) - Tripura

I was privileged to be one of the Group Commanders for the group of 66 IPS Officers who visited Singapore between 18-22 August, 2014. To better highlight the different themes of my experience during the Study Tour, I have adopted a point-wise approach, whereby each theme could be explored for the purpose of comparison, discussion or adoption vis-à-vis the policing services in India. It is a slightly longish note, but I believe you will find some of these points useful.

1. At the outset, there was a fair degree of skepticism as to the relevance of studying Singa-



pore Police Force (SPF) as a model, simply because dimensions of population, geographical extent and per capita income were incomparable between both nations. Almost all speakers from SPF were humble enough to accept Singapore's location as a 'red dot' on the world map, but they converted this constraint into an opportunity by embracing technology-led innovative practices in all areas of governance, not just po-

licing. This was effectively complimented by strong political will to keep governance clean and corruption-free. At the end of the Study Tour, the general impression among the group was that, although many of the good practices of SPF cannot be implemented in to because our society is not sufficiently primed to accept such changes, a large number of ideas could be used as base for experimentation at the sub-division level. Further, by citing examples of such ideas-in-action, young officers like us should be able to better convince senior officers or even the administrators/politicians to increase the usage of technology in policing.

2. All the speakers who addressed us had in-depth knowledge of their domains. This helped us gain a holistic view of the topic under discussion, within the limited time available for each session. However, during the Q&A session, the speakers were happy to address specific queries raised by many among us.



3. The interaction with Mr. Raja Kumar, the Deputy Commissioner of SPF, was very informative and interspersed with policy-level inputs. Despite his busy schedule, he interacted with us for 45 minutes, after which a couple of officers of the rank of Assistant Commissioner of Police interacted with us over tea. Similarly, the interaction with Mr Khoo Boon Hui, a former President of INTERPOL and currently the Senior Deputy Secretary of the

MHA Singapore, was notable for his use of examples from Singaporean and international experiences to make his delivery interesting.

4. The staff from the Civil Service College video recorded all the sessions and also noted down on paper the questions asked by us during the Q&A sessions. Even at NPA, we digitally record some of the lectures by guest speakers, but do we actually replay the videos to document the questions asked during the interactive session? I believe the pen-and-paper documentation of at least the Q&A session would allow for better appreciation of the kind of concerns and takeaways that the audience finds relevant.



5. One of the speakers who addressed us on the topic of training police officers stressed upon the fact that SPF does not follow a doctrinal way of training, but uses a practical approach to engage subordinates. He gave an interesting perspective of allowing discussion during examinations, because such discussion fulfilled the ultimate aim of training, which is to learn.
6. The same speaker also pointed out that results of the tests were not linked to seniority or promotion prospects, but were tied to the allowances, i.e. there was a financial incentive to learn. Maybe, in India, we could explore such financial incentives to extract better training outcomes.
7. Due to the urban terrain of Singapore, the police officers are imparted training in an urban obstacle course, where trainees have to negotiate multiple exits, closed spaces, gated barriers, pursuit in crowded spaces, parking lots, etc. Given the imminent urbanization of India, NPA could procure the video of such obstacle course, and design a similar obstacle course to train the IPS OTs.
8. The visit to the Central Narcotics Bureau could be done away with, because the CNB tour is limited to viewing a gallery of exhibits of past seizures only. Further, the speaker who took the follow-up session on anti-drug enforcement in Singapore appeared very reluctant to discuss the search and seize procedures with respect to anti-drug raids or the manner of investigation of narcotics related crimes. Instead, he focused more on the rehabilitation of drug offenders and anti-recidivism.
9. SPF is a meritocratic organization, where each officer's Performance Appraisal Report includes components of Performance and Potential. Potential is evaluated based on qualities like power of analysis, imagination, sense of reality, achievement motivation, political sensitivity, decisiveness, capacity to motivate, ability to see the big picture, commitment to job, teamwork, communication, persuasion and negotiation skills, etc. What is remarkable

is that all police officers, irrespective of seniority, are given points for Potential in a common pool, thereby paving the way for outstanding officers to move up the hierarchy into leadership positions at an accelerated pace. Before joining the IPS in 2012, I had worked in a London-based bank for a little under 5 years, where similar methods of identifying leadership talent within the organization were fol-



lowed. Although the IPS draws its personnel from the highly competitive Civil Services Examination, I feel that some form of complacency and a sense of entitlement forms quickly and suppresses the true potential, thereby resulting in sub-optimal efficiency even among the leaders. I understand any change in the existing seniority based hierarchy, akin to an escalator determined by one's date of birth, will be met with much resistance. But, the growing demands of efficient service from the Indian public will inevitably lead to creation of islands of meritocracy. The SPF model of meritocracy could be a ready reference.

10. To promote meritocracy, the SPF pays its officers "market rates" so that fresh graduates are motivated to serve in the police. Further, SPF offers excellent professional development opportunities to its serving bright officers to make the transition to leadership roles quickly. For example, Mr Khoo Boon Hui, currently the Senior Deputy Secretary



of the MHA, had joined SPF in 1977 at the age of 23, and within 5 years of service, he was sent to Harvard Kennedy School for his Master in Public Administration. In India, access to Harvard Kennedy School is limited mainly to the IAS, and that too, after putting in double-digit years of service.

11. One of the speakers made a passing comment on how the media was 'managed', especially with the use of economic incentives or disincentives, such as temporarily prohibiting the publication of specific categories of advertisements, free contribution of editorials in mainstream newspapers on law enforcement matters by serving officers, etc. I am certain many such economic incentives/disincentives could be explored in the Indian context as well for effective media handling.
12. Although SPF is a technologically advanced police force, none of the speakers ever used his mobile phone during the lectures. I guess commitment to the immediate task at hand, even if it is delivering a lecture, is more important in the Singaporean way of policing than

the Indian imperative to multi-task. Clearly, this is one quality we can emulate, even at the PS level where investigations suffer because the IO is constantly interrupted with many trivial tasks when s/he is writing his CDs.



13. SPF has involved the private agencies in many aspects of policing, such as sourcing of technology and even allowing private security agencies to partner with police agencies during public event management. This frees up police manpower to focus only on the critical areas such as VIP security.
14. SPF uses a Joint Operations-Intelligence-Investigation team for patrolling the red light district, and to deter organized crime, especially narcotics trade. Further, I learnt that most investigations involve a component of intelligence, where statements even from anonymous sources/witnesses are included as evidence in the charge sheet. It is apparent that the judiciary is supportive of the police. However, more details on how intelligence is merged with investigation could benefit Indian police.
15. Singaporean laws allow for confession to be made in front of a police officer. Misuse of police powers is prevented using technology-based checks such as videography of confessions and medical examination immediately before and immediately after the confession.
16. One speaker mentioned that “public trust is the currency of our trade”. By focusing on



Community Policing as a bedrock of policing, SPF has been able to push through measures such as installing CCTV cameras even inside residential complexes, which otherwise would have raised complaints about invasion of privacy. Public-assisted arrests (e.g. through actionable information) are immediately rewarded. Even influential persons in the society such as school teachers are ap-

pointed as Community Police Officer, with full uniform and badge, so that the public is comfortable with the police officer as an individual. At the same time, effective deterrence is achieved by elaborate use of posters and stand-up cutouts in market areas, visible display of guns by patrolling officers, use of short videos highlighting punishment of jailing and CANING for crimes against modesty of women, ensuring maximum punishment even for minor offences (e.g. 5 years imprisonment for the offence of bicycle theft), etc. The con-

viction rate nearing 100% is widely publicized and severity and surety of punishment deters heinous crimes.

17. Our group experience could have been enhanced by complementing the lecture on Community Policing with a field visit. Although we were shown a short video, we could have benefited more if we had the opportunity to actually see the manner in which technology is used to connect with the community, the level of computerization of Community Policing records, or the manner in which the effectiveness of community oriented initiatives was measured.
18. Singapore is possibly a rare capitalist country which is still running a compulsory 2-year conscription (national service) programme for 18 year old youth. This form of engaging the youth in military, police, or other civil defence services (e.g. fire) appears to have a beneficial impact on understanding the police as a law enforcement agency.
19. The Study Tour could have benefited from some inputs on Singapore's witness protection programmes, victim compensation scheme, plea bargaining system, manner of "interviewing" of suspects, visit to FSL to understand how chain of custody is maintained in scientific evidence, visit to the 999 toll-free Control Room to see how the police records citizen complaints and provides a coordinated response to emergencies with other civil defence agencies, etc.
20. Although theoretical concepts of crime management were explained well, there was a dearth of case studies especially with respect to handling of corruption cases, or responding to road traffic accident. Similarly, upon our visit to Bedok Neighborhood Police Centre, we were informed that the police had successfully arranged for a F1 racing event or that they actively monitor the red light area to prevent organized crime. However, upon inquiry of the techniques adopted, the officials did not provide a detailed reply.
21. In India, CCTV is being promoted as a technological substitute for round-the-clock human surveillance. But, I suspect that the back-end software for integrating the CCTV inputs and analyzing such feed is not quite rudimentary, and perhaps limited to mere zoom in/out and capturing of high-resolution images only. SPF's model of roping in the private software developers to provide customized solutions for police could be explored in India, if police modernization funds are put to judicious use.
22. The module on traffic management was excellent, and I would recommend that RTOs visit Singapore to understand how to effectively use signages, banners, cobranding on consumer purchase items, stringent fines even for small offences, etc. to deter any deviant behaviour with respect to traffic control. To complement the road traffic man agreement, a brief overview of MRT (metro) security could be provided.
23. A networking lunch with serving officers of the INTERPOL and Singapore Police Force was organized. It was slightly different from the interactive dinners during the Pre-Dinner talks at NPA in the sense that one guest was assigned to one round table, so that each IPS officer had the opportunity to participate, actively or passively, in the discussion at his/her

table. Moreover, some of the issues discussed included global crime fighting innovations adopted by INTERPOL, which certainly helped benchmark Indian police's preparedness on a global scale. At some tables, business cards were also distributed to the IPS officers.

24. The liaison officers from Civil Service College were polite, patient, and thoroughly professional. Even the hotel staff took customer satisfaction to a new level, when on my birthday during the Study Tour, I returned in the evening to find a generous slice of cake with candle laid out in my hotel room. Perhaps, customer satisfaction is no longer a corporate buzzword, but is ingrained in SPF's ethos of public service, something we can definitely emulate in India.
25. Finally, I would like to end this feedback by mentioning that this Study Tour marked the maiden overseas trip for most of the 65 RR IPS officers, who came to grasp the nuances of making passports, immigration control checks at airports, filling up of landing cards, the issues of adjusting to foreign food habits (especially for vegetarians), appreciating noise-free traffic on the roads, well-planned urban landscapes, the need to queue up properly, etc. Such exposure will help IPS officers better appreciate development and quality-of-life in advanced countries, which although at an aspirational level in India now, would surely become a reality soon; and, to be prepared with a ready repertoire of experiences to bank upon.



Mid Career Training Programme

Mid Career Training Programme is an essential part of training courses conducted by the Academy for Senior Officers. These are mandatory programs for the officers to attain next level of competency as per the IPS Pay Rules, 2007.



After a gap of two years, NPA successfully conducted three such programmes this year.

Phase – V : Conducted Phase V for 77 IPS officers, who served for more than 24 years, in association with **International Association Chiefs of Police (IACP)** to deliver the foreign component. On the directions of MHA, this

programme is entirely designed and delivered by NPA for a duration of two weeks in NPA and two weeks in New York and Washington DC, USA and could successfully conducted with good rating (4.46 / 5.00) from the participants. The theme of the programme was **Leadership and the Change Management** in which participants were



exposed to the ideas on Management by globally renowned speakers on the subjects. Foreign study tour gave the officers, an opportunity to conceive and comprehend the various police related organizations and their best practices as they are to head such organization's in the near future.



Phase – III : was conducted for the 81 IPS officers of field level who served for more than 7 years (RR & SPS). Exposed them to the behavioral and skill oriented courses such as **Evidence Based Policing, Predictive Policing Modules, Management Module** on topics such as **Team Building, Leadership, Personal Resilience** etc. Foreign component aimed at providing international exposure on the best

administrative practices. This was conducted by **Charles Sturt University, Australia** on the design provided by the Academy; after series of deliberation and focus group studies to make it worthwhile to these field level officers.

Phase – IV : For the officers of tactical level (DIG and above, who served for more than 14 years), Phase IV is planned in the month of **Jan'2015** in collaboration with **University College London (UCL), UK**. The nominations are being called from the batches of 1991 to 1999.



That Thing Called Life

– Book Review



**Amanat Mann,
OT ,66RR**

Alice Munro has carved her place among the greatest contemporary writers. With the grand deluge of different kinds of books making their way to the bookshelves every month, it has become quite a task to find the greatest published works in the 21st century. But if such an attempt was to be made, Alice Munro's collection of short stories aptly titled "Dear Life" definitely qualifies to fit this description. One is greeted by high sounding prizes on the cover of the book that include the Man Booker International Prize and the Nobel Prize in Literature (2013) bringing with it the danger of not living upto the high expectations of the reader. But once you pick up this treasure trove of stories, you are more or less likely to read it cover to cover before putting it down.

Most of the short stories in the novel have single word names like "Gravel", "Dolly", "Night", "Voices" that pique the interest of the reader without revealing much of anything about the content of the stories. One is left wondering about the possible genre or theme of the stories and nothing is revealed before one actually starts to read it. The realization about why a story is named what it is only comes once one gets to the last paragraph. One might dismiss the names of the stories as just titles but only once you grasp the full meaning of the story is the importance of the title revealed to you and this realization can come with different meanings attached to the story for every reader. This brings in a highly personal quality to the reading of the book as every reader is bound to interpret the stories in light of their own experiences in life which is further emphasized with the open ended conclusions. It is precisely this quality in the stories that makes this book a masterpiece of modern literature. Every reader attaches a little of himself/herself to the stories and also takes away a little of himself/herself.

The theme of the short stories seems to be ordinary life that may seem absolutely dull and commonplace on the surface but once the under currents of tension, emotional drama are revealed, one realizes how extraordinary ordinary life can actually be. The author seems to be influenced by the first of the modern writers like Virginia Woolfe, Joyce, etc. in her technique of writing as she usually adopts the omniscient narrative with heavy doses of the stream of consciousness. But she somehow makes this style of writing her own which is where the

strength of the book lies and shows how strange and dangerous everyday life can sometimes be.

There are some masterly sentences in the stories that leave an indelible print on your mind like "Devotion to anything if you were female could make you ridiculous". There are unapologetic and keen insights into human behavior with statements like "Life is harder for some, we're told. Not their fault, even if the blows are purely imaginary. Felt as keenly by the recipient or the non-recipient as the case may be." "To Reach Japan" and "Amundsen" are some possibly the best working the book. They reveal cathartic experiences that can suddenly change a person's thinking or perceptions about life. Alice Munro is one of the most brilliant writers of our times and this book by her is a must-read for anyone who enjoys a great story.



Reunion Seminar of 1979 Batch, 32 RR (28 to 29 Jan, 2014)



Re Union seminar 1984 Batch, 37 RR (29 & 30 May, 2014)



50 year Reunion Seminar of 1964 Batch, 17 RR (14 - 15 Oct, 2014)



पूछूँगा मैं

दर-बदर सिर पटकने और तमाम जद्दोज़हद के बाद भी जवाब की तलाश मुसलसल अब भी जारी है। सवाल यही कि वो रूहानी अहसास , जिसे ' मोहब्बत ' का नाम देते हैं, सच में इसका कोई वजूद है भी या नहीं ? चंद रोज़ पहले अकादमी की लव-लेटर प्रतियोगिता में लिखने वालों ने बड़े जोशो-खरोश के साथ लिखा। खतों से मोहब्बत की सौंधी खुशबू आती थी। इश्क में डूबी और प्यार में नहाई उन चिट्ठी-पातियों को देखकर एकबारगी तो उन्हें खोलने का दिल किया , क्योंकि शायद उस सवाल का जवाब उन खतों में छुपा था। लेकिन, अदब ने इसकी इजाजत न दी ; फिर आखिरी रास्ता यही बचा कि अब तो सीधा लिखने वालों से ही पूछूँगा मैं।

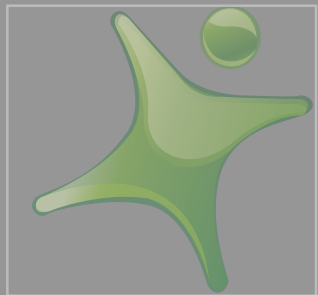
पूछूँगा मैं कि क्या सच ही मैं कोई इश्क का बीमार हो जाता है..... क्या सच में दर्द खुद इस मर्ज की दवा हो जाती है.....क्या सच ही मैं दिल आ जाता है किसी पर यूँ ही..... क्या सच ही कोई हवाओं पर चल कर आता है और ले जाता है अपने साथ आसमां के उस पार किसी रूहानी दुनिया में मोहब्बत की किसी बारगाह में..... क्या सच ही किसी को देखते ही ज़हन की शाखों पर अशआर आ जाते हैं..... वक्त ठहर जाता है ,जमीं थम जाता है , मौसम मेहरबां हो जाते हैं ,दुनिया बदल जाती है , जहां खूबसूरत हो जाता है , ज़िन्दगी आबाद हो जाती है ; फ़िज़ाएँ रौशन हो जाती हैं , हवाएँ गुनगुनाने लगती हैं , चाँद से दोस्ती ,बादलों से यारी हो जाती है, नदी पैगाम देने लगती है , दिल बेकरार हो जाता है ,रातों की नींद खो जाती है ,दिन का चैन छिन जाता है , हवास गुम हो जाते हैं , बेताबियाँ हावी हो जाती हैं , तमन्नाएँ गुस्ताख हो जाती हैं ; किताबों में उसका चेहरा , हर्फ़-हर्फ़ उसी का नाम दिखता है ; शाम-ओ-सहर दिल में किसी की यादों का बसेरा हो जाता है क्या सच में किसी बेपरवाह हुस्न की अदा -अदा में जागता-बोलता जादू रंग -रंग में उतर कर आपका हमदम ,हमकदम ,हमराह ,हमसफर ,हमराज़,हमखयाल बन जाता है ?

मैंने अफ़सानों में सुना है। क्या सच में कोई शमा होती है जिसके वास्ते कोई परवाना आग के दरिया में डूब जाता है..... क्या सच में कोई फ़रहाद किसी शीरीं के वास्ते सुई की नोंक से चट्टानों को खोदता फिरता रहा था..... क्या सच में किसी राधिका ने किसी कृष्ण की खातिर लोक-लाज को भी भुला दिया था..... क्या सच ही मैं लोग रस्म-ए वफ़ा ,आजमाइश-ए -इश्क में हद्द-ए दोजहां से गुजर जाते हैं..... क्या सच में मोहब्बत इंसान को खुदा बना देती है ? क्या सच में अल्फाज़ -ए - मोहब्बत ,हरफ़-ए -गीता-ओ-कुरआन से

भी ज्यादा पवित्र है ? आपको तो मालूम होगा ? पूछूँगा मैं !!!



Kunwar Anupam Singh,
OT, 66RR



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PDF Editor

Special Tactics Wing

The 26/11 attack on Mumbai was a game changer in the role of Indian Police . It brought out the need for Tactical soundness at all levels of Indian Police to counter terrorists/insurgents/ Maoists who are trying to pose a threat to the Internal security of the country. Responding to the need of the hour NPA on the directions of Ministry of Home Affairs established the Special Tactics Wing in 2009 with view of sharpening tactical skills of Police officers from States and CAPFs.

The wing addresses the tactical training needs at various levels i.e. Foundational level (IPS Probationers), Functional Level (Dy SP, ASP, SP and equivalent from CAPFs) and Directional level (DIG, IG). The Wing has gone a step ahead by designing tailor made courses for states and imparting tactical training at state police academies.

At all levels the tactical training is conducted in modular format. The modules being covered are as

1. Jungle operations module
2. Urban intervention Module
3. Explosives/IED countermeasures module
4. Post Blast Procedures and operations module
5. Personnel security module
6. Intelligence module
7. Interrogation / Interview module - the scientific way
8. Team building module

The modules are designed differently according to level of participants addressing specific needs of the level. All training courses are predominantly outdoor oriented and the participants are given sufficient hands-on practice to acquire skills.



The primary objectives of the courses/modules are :

To make the participants conversant with conduct of operations in Rural/Jungle and Urban areas.

To make them conversant with tactical drills and procedures to make best use of resources on ground.

Exposes the participants to latest weapons and equipments used by intervention units world over.

The important areas of focus for tactical training are:

Jungle tactics

Urban Combat

Explosives and IEDs

Map reading

Communication

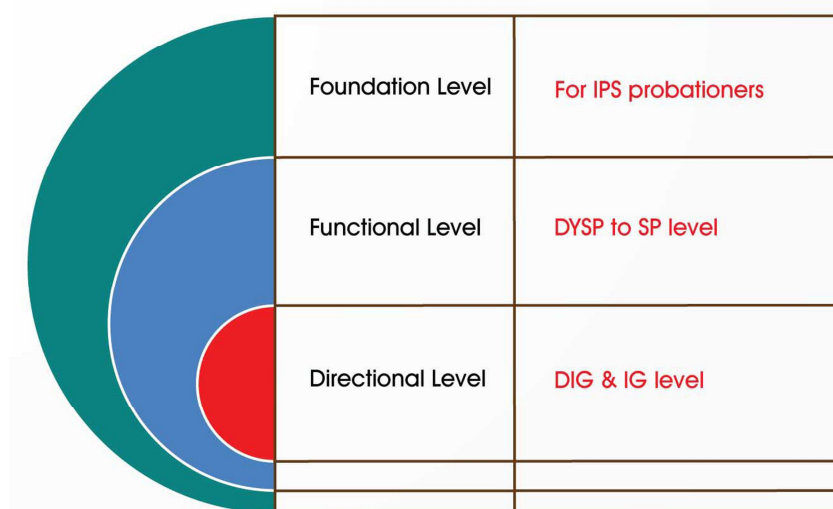
Combat Firing

Rescue/First Aid

Team building

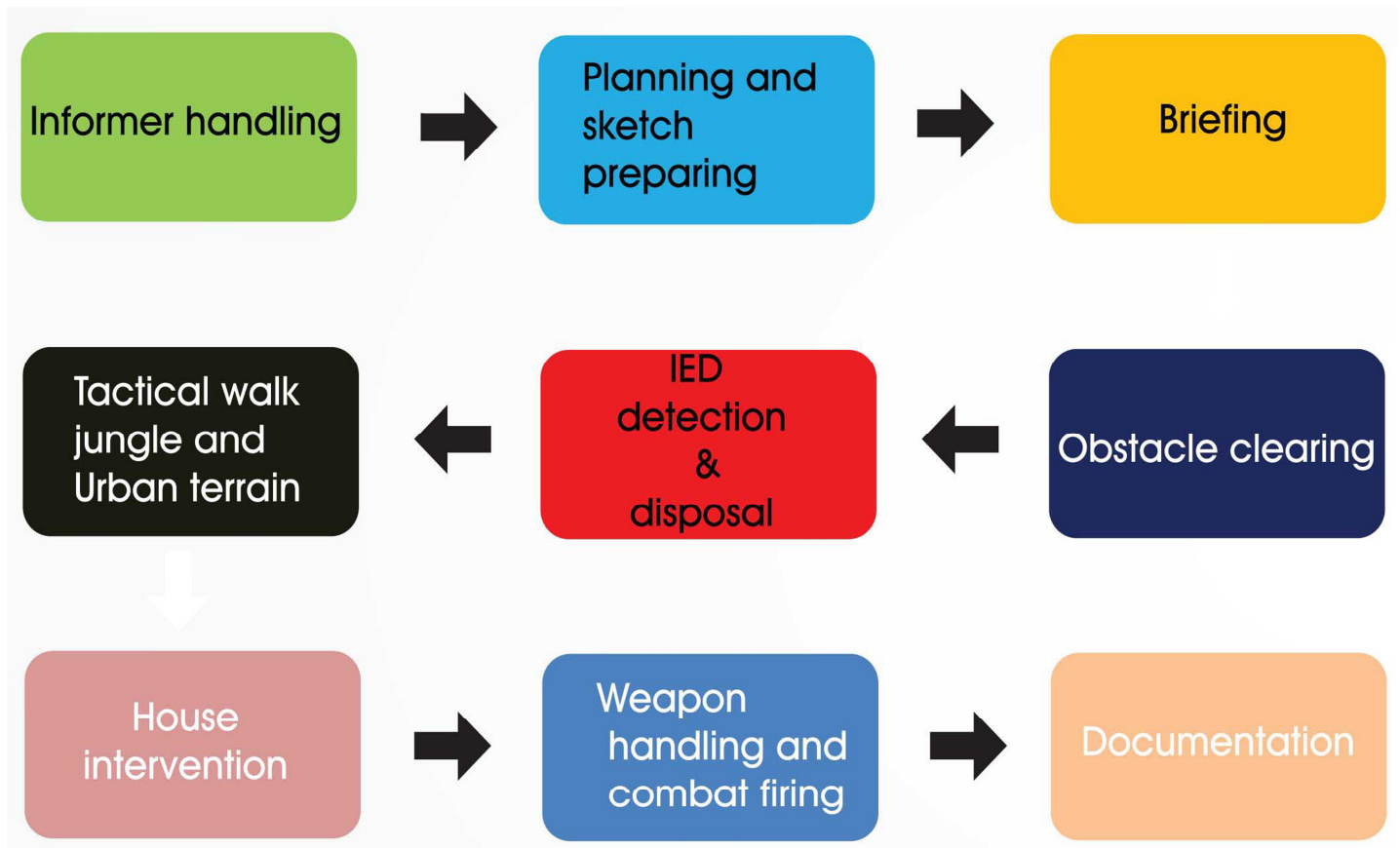
Improving psychomotor skills etc through hands on practical

Levels at which Tactical inputs are given



Integrated training in modular format

The STW has adopted Integrated training format where the tactical training inputs are not imparted in isolation as stand alone subjects. The tactical training inputs are integrated with other fields of training carefully clubbing subjects which a Police officer faces in the field. This helps the trainees to identify the relevance of a particular subject to field requirements and to execute a task using them if needed. An illustration of one of the exercise conducted in integrated format is as follows:



Scenario based training:

Each training module of tactical training during course on tactics culminates with scenario based training or exercise in which the participants are given the opportunity and freedom to implement the training imparted in simulated scenarios. The exercise conducted are mentioned below:

Exercise KHOJ (Int Module): it is a whole day exercise where the trainees are given the task of manually tracking a suspect and collecting clues left by the subject as a team. The debriefing session involves analysis of the clues collected.

Exercise Nigrani(Int Module): in this exercise the participants are divided into teams and are tasked with creating profile of an area i.e. sketch, approach routes, demography, occupation and crime pattern of that area. They are also tasked with identifying and interacting with a probable source and record their conversation with hidden surveillance cameras.

Exercise Nigrani(Int Module): in this exercise the participants are divided into teams and are tasked with creating profile of an area i.e. sketch, approach routes, demography, occupation and crime pattern of that area. They are also tasked with identifying and interacting with a probable source and record their conversation with hidden surveillance cameras.

Ex Black mole(Urban Module): it is table top exercise to emphasis upon the role of first responder i.e. local Police. In this Ex the trainees are given designation starting from SHO to DGP and as the situation progresses from an int input to terrorist attack. The response at every level is discussed bringing out clearly the importance of action by local police till the arrival of special forces.

Ex Deep Green (Jungle Module): is the Jungle exercise where the participants are taken to nearby jungle area after planning and briefing of a two nights and one day operation. The participants are given inputs during the exercise and they plan and conduct operation against anti national elements. The ex culminates with a detailed deconstruction session where each tactical manoeuvre is discussed.

Exercise Bharat Darshan: Is an exercise where the participants are imparted training in handling GPS after which the participants are divided in buddies and a competition of navigation with GPS is conducted where various points are named after various cities of India.

Exercise black Hole (counter IED Module): an integrated scenario based exercise conducted in specialized course on Explosives and IED countermeasures where the participants are divided into teams to appreciate a bomb threat call, verify the call, categorize the threat and deploy IED countermeasures. The participants are given different threat categories involving appreciation keeping human life as prime consideration.

Exercise Dhamaka(counter IED and Post Blast procedures Module): this is an integrated exercise of post blast procedures where the participants are divided into various teams of first responders and specialists and they respond to a post blast scene and follow all post blast protocols countering other suspected



THE National Police Academy- SAGA



Merin Joseph OT, 66 RR

For all the weary limbed trainee officers
Still getting used to being addressed as sirs
Has begun a new journey of our lives
Promising glory and service, daggers and knives.

Parade, Drill, class and firing
So many activities, far too tiring
Toned physiques we never tire of admiring
Of stars and medals we may be fantasizing.

Sprays and oils to soothe your muscles
Unarmed combat starting with push ups on knuckles
Badges and scarves, belts and buckles
At first it felt like being chained in shackles.

Photographs clicked during all occasions
Classroom, pt ground, stadium and discussions
Unfolding over training which spans four seasons
After all, posing does not require any special reason!

Minutes seem like hours
While fall in happens a little too fast
To think we may look back fondly and misty eyed
Seems hard to believe as we wait to say goodbye.

Trembling while holding a gun
To perfecting the right way to butter our bun
Numerous cross countries i aim to run
Try as I might my laziness i cannot shun.

Fall-ins at unearthly hours
Hockey and me are like Venus and Mars
Obstacle courses, beams and bars
Perfect fitness seems so afar

NPA makes a mighty first impression
Just steer clear of monotony and depression
For that there are periodic counselor sessions
To reinforce our new learnings and lessons.

Challenges aplenty, opportunities immense
Provided we hang in there with grit and patience
A few months down and the training makes sense
And possibilities that fondly we reminiscence

January, February, March and April
Months roll by with outings, classes and drill
Days protracted, nights blink and you miss
Waking up at noon on Saturday is the height of bliss

As complaints and suggestions pour forth at khulla
manch
All one longs for is a quick nap after lunch
Upper body exercises to do the perfect crunch
On cucumbers and sprouts I half heartedly munch.

Huffing up and down the Rajasthan Bhavan slope
Comforting squadmates, friends and neighbours while
they mope
The stuff of my nightmares is the vertical rope
Is it too soon to give up all hope?

Anxious thoughts about route marches,
Not misplaced given one will hold various charges
Complicated by fingerprint whorls and arches
Head spinning as my throat parches.

Weight training, front rolls, back rolls and acrobatics
Culturals with songs, dance and dramatics
Wondering why so slowly the clock ticks.
Jumping my way over trenches in gymnastics.

Lemon tea to stir us out of our sleep
While the training penetrates our skulls deep
Long hours enough to make even the KTP weep
Some lifelong habits learnt here I hope to keep.

Chapman, Isoceles and washout
My firing skills i really doubt
Map reading to find our way about
Field craft and tactics to push the enemy down and out

Desserts to brighten up faces after a long day
After all, BCA is still a long while away
Commands and orders seem to be the way
No one can wait for block leave in May

Rifles and pistols, khakhi and camouflage
That glass of water is merely a mirage
Plod on soldier, the country awaits
Straighten up and correct your gait!



NPA, CHAMPIONS OF 32nd ALL INDIA POLICE EQUESTRIAN MEET



Left to Right :- HC Niraj Kumar, HC Guman Singh, HC Gajender Singh, Shri Narendra Modi , CM Gujarat, Tejpal Daber , Dy. Cdt, Insp V Pandiyan, HC P Subba Rao.

National Police Academy Hyderabad proved their mettle in the ibid competition as they merged champion at the All India Police Equestrian meet conducted at 2nd to 10th Jan 2014, Ahmadabad (Gujarat). A total of 18 Teams participated from state Police & CAPF in 23 events with 450 riders on 300 horses. NPA team under the Captaincy of Shri Tejpal Daber Dy. Cdt (Equitation Officer) won the overall Championship Trophy with, 16 Medals (Gold - 7, Silver - 2, Bronze - 7)

Shri Tejpal Daber Dy. Cdt (Equitation Officer) was conferred the title of **BEST RIDER** of the event for winning maximum medals (Gold -4, Bronze-3) in the meet. His Horse "Aspen" was declared the **BEST HORSE** of the event. SI Styaveer Singh continued his win in Dressage Individual Novice & Open for last 06 years. HC Niraj Kumar hit gold in Preliminary Jumping out of 72 Horses. NPA won Trophies in open show jumping & Six bar ,Eventing, Dressage. The performance by Insp V Pandian, HC Subbah Rao, HC Guman Singh and HC Gajender Singh lifted up the medal tally and NPA clearly

National Security Seminar

The flagship course of Sardar Vallabhbhai Patel National Police Academy conducted once in a year is participated by IAS, IPS, IFS officers and officers from all wings of defence forces. The topics of this one week seminar were:

Weather and Warfare.

Dream scape of solutions.

Space and National Security.

CBRN.

Border control Management.

Coastal Security.

Radicalisation and counter measures.

WMD in the hands of non state actors - future impact on National Security.

Cyber threats in the era of Internet.

INDIAN Mujahideen.

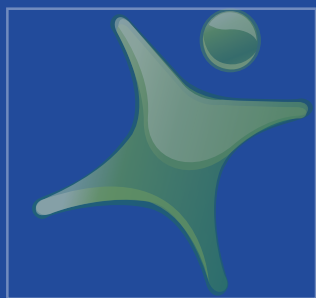
LWE- context, implication and response.

The entire course content and the guest speakers who were invited to deliver on the above topics were highly appreciated. The hard work and efforts of the course director Shri.N.R.K. Reddy in designing and conducting the seminar was recognised and appreciated by all the participants in their feedbacks by rating the course 4.9/5, the highest of all the 40 and odd senior courses conducted by National Police Academy.



OUTDOOR TRAINING

The goal of NPA is to send out police officers with adequate preparation to perform Policing effectively. Physical fitness, smart drill, safe and efficient weapon handling and firing, high risk-taking ability, high confidence and good leadership are some of the essential qualities of a police officer that the training tries to achieve. Attitudes and inherent discipline go a long way in fulfilling that goal. It is to everybody's advantage (the officer, the administration and the public) to have a physically fit and healthy workforce. Physical fitness is an underlying factor for performing essential and critical physical functions of the job effectively. Qualities of leadership, team work, perseverance and high threshold stress levels are important in police work which can be acquired through squad system of outdoor training in the Academy. The final aim of the outdoor regime is to give OTs a platform to understand the nuances of long term physical fitness and understand the various options to obtain the same.



iskysoft
PDF Editor

The Objectives of Outdoor Training

To develop strength, endurance, flexibility and body coordination. We value fitness for its relationship to health and for its contribution to performance in profession.

To develop leadership qualities.

To develop high levels of confidence.

To inculcate a strong sense of internal and external discipline required of an officer of the Indian Police Service.

To build an attitude to endure stress and work for long hours without physical and mental fatigue.

To develop the ability of teamwork.

To learn command and control.

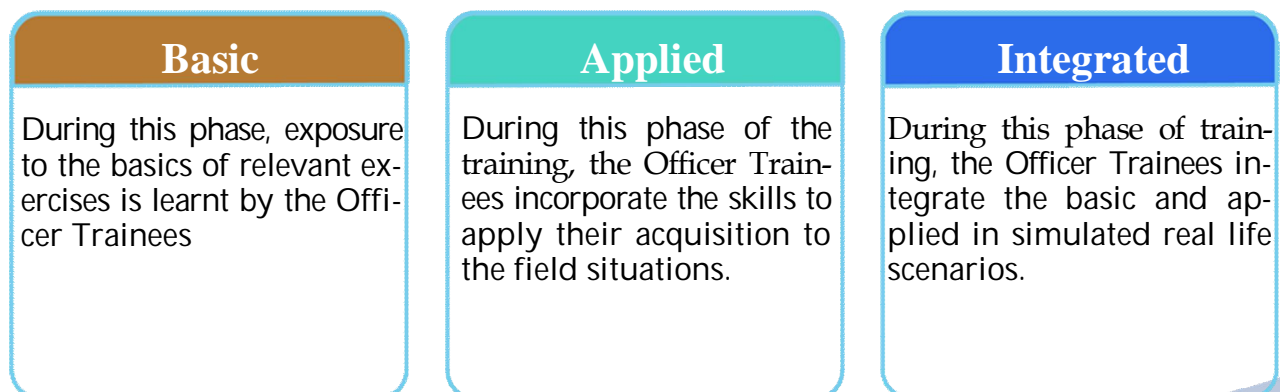
To improve turnout, posture and personal drill so as to act as a role model and earn respect of men.

To develop pride in uniform;

To learn firing, weapon handling, tactical operations, combat, riot control and other such skills which are critical and essential for any professional police officer.

Integrated Outdoor Training

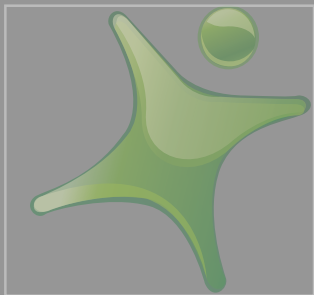
The Integrated Outdoor Training has three phases



वहाँ जंगल में एक बूढ़ा रहता है
 नाटे कद का ,एकदम काला
 कहते हैं उसको वो तरकीब पता है जिससे-
 आदमी चाहे तो पेड़ बन जाये.
 अरसे में कोई एक बार किसी को दिखता है बूढ़ा
 कभी गांभर
 कभी केन्दु
 कभी जामुन का पेड़ बना खड़ा रहता है
 पर उसी को ढूँढता हुआ जो जाये कोई
 तो अपने साथ ले जाता है
 घूम -घूम कर दिखाता है सारा जंगल
 एक- एक पत्ती
 एक- एक टहनी को जानता है बूढ़ा.
 जाने कितने रास्ते हैं जंगल के भीतर
 और बूढ़ा चलता ऐसे है
 सब रास्ते उसने बनाये हों जैसे
 अमावस की रात में
 जुगनू भर की रोशनी को
 ठिठकता नहीं है बूढ़ा!
 पर बोलता बहुत थोड़ा है
 कहता है यही एक बात सीखी है पेड़ों से
 जाने कितनी आवाजें होती हैं सुनने को जंगल में
 दिन में अलग
 रात में अलग
 सुनो
 सुनो
 सुनो
 सब सुनो
 सबकी सुनो
 और जो दिल चाहे
 तो बहुत हल्के से हवा के कानों में कह भर दो
 हवा -
 जंगल की हवा
 जिस- जिस के पास जाएगी
 संदेसा छोड़ती जाएगी .
 पर बूढ़ा संदेसा भेजता किसको है ?
 मंदिर के किनारे पीपल का एक पुराना पेड़ है



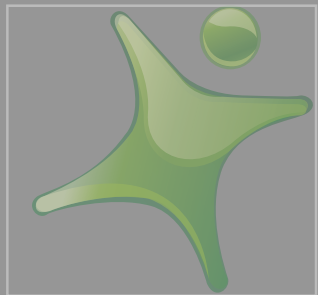
- Prashanth Anand
OT, 66 RR



iskyssoft
 PDF Editor

बूढ़ा उसी के बगल में खड़ा रहा था कुछ साल
 तब वहां मंदिर नहीं था
 और ये जंगल भी बहुत फैला था
 जैसे वो पीपल का पेड़
 पुराना बहुत साथी रहा हो बूढ़े का
 बूढ़ा कहता है वो पीपल का पेड़ पेड़ नहीं है
 साधु है साधु
 कोई पुराना पीर पैगम्बर है
 बहुत मानता है उसको बूढ़ा
 पर फक्कड़ है
 जहां से उखड़ गया वहां लौट के जायेगा नहीं.
 सूरज की रौशनी में तपायेगा खुद को
 और नीचे अपनी जड़ों में इतना पानी इकट्ठा कर देगा
 कि कोई सोता निकल आये उधर पत्थर से
 जंगल कोई हो
 सोते का पानी हमेसा मीठा होता है.
 बूढ़ा कहता है
 अबकी बार बहुत दूर जायेगा
 वहां ऊँचे पहाड़ों पर देवदार रहते हैं
 कुछ साल देवदारों के साथ रह कर आएगा
 जाने क्या चाहता है बूढ़ा ?
 देवदार तो बहुत सालों तक जीतें हैं
 बहुत सालों तक जीना तो नहीं चाहता ?
 जीने मरने की बात पर हँसता है बूढ़ा
 कहता है की पैदा ही कौन होता है यहाँ जो मरेगा कोई
 मिट्टी के आँचल में जो छुप जाये बीज
 तो पौधे की शक्ल में निकल आता है
 बीज से पौधा
 पौधे से बीज
 इस खेल में
 न कोई मरता है
 न कोई मारता है.

प्रशांत आनंद



iskyssoft
 PDF Editor

General

Kite-flying organised on the eve of Makara Sankranti.



Annual Day Function of Assam Nursery School : March 4, 2014.



LIVE BAND on the eve of Holi on 14-3-2014 at Rajasthan Bhawan



Holi celebration on March 17, 2014



Cultural Programmes

